The Signalman's Journal

Volume 76, Number 5 October 1995

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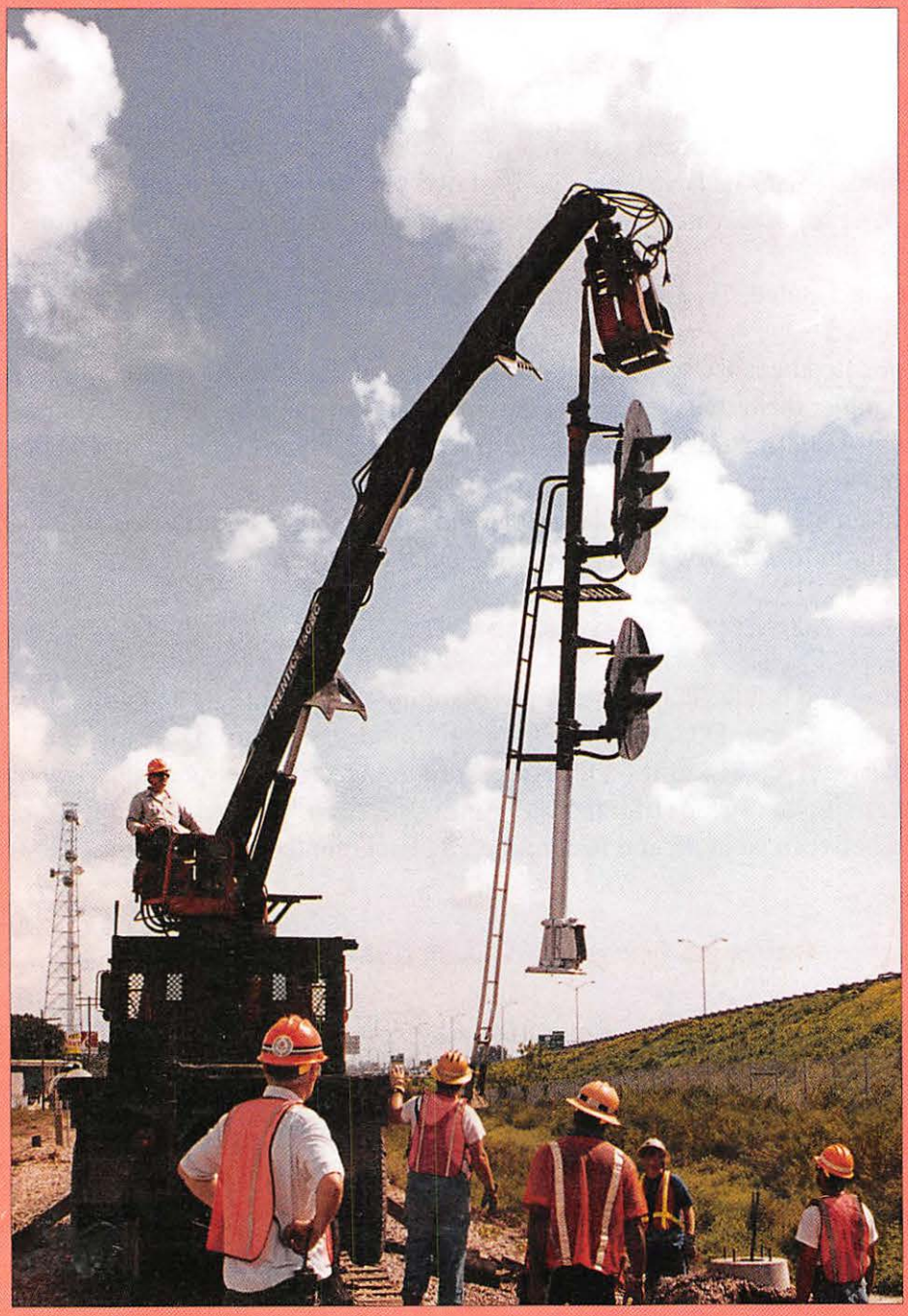

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News Digest

UP-SP-BNSF Initial Massive Trackage Rights Deal

In a move to preempt any opposition from customers, Union Pacific and Southern Pacific railroads joined with Burlington Northern Santa Fe Corporation and announced a trackage rights deal which would open up 15 percent of UP and SP's track to BNSF. The agreement would give BNSF access to all shippers that would lose two-carrier competition. As part of the pact, BNSF agreed not to oppose the merger plans of UP and SP. Terms of the agreement also call for BNSF to pay $150 million to purchase 335 miles of track.

By agreeing to a package of trackage rights and line sales totalling more that 4,100 miles, UP/SP and BNSF would be in head to head competition on every key route for all major rail traffic groups who ship from New Orleans to Seattle and from Lake Superior to the Mexican border.

TCU Opposes BNSF Plan To Transfer 600 Jobs

Burlington Northern Santa Fe company officials issued a proposal to move nearly 600 BN clerks from Minneapolis-St. Paul to Topeka, Kansas. BNSF originally stated plans to eliminate 1,400 clerical positions by merging its railroads, a proposal which was approved by the Interstate Commerce Commission.

Jim Sabourin, a BNSF spokesman stated, "We are looking at Topeka as being the central location for clerical functions for the new railroad."

The issue may be more complicated because some employees who began their railroad career before 1970 have lifetime job protection under the terms of a merger between the Chicago Burlington & Quincy Railroad, the Northern Pacific Railroad, the Great Northern Railroad, and the Spokane Portland & Seattle which created the Burlington Northern.

A TCU spokesman stated that under the terms of labor agreements with TCU and other unions, BNSF must negotiate with each union to agree on terms to implement the merger.

Faster Rail Speeds Planned; Norfolk To Washington, DC

The Virginia Department of Rail and Public Transportation is planning improvements that will allow passenger trains to travel from Washington, D.C. to Norfolk, Virginia, in two hours. Director Leo J. Bevon stated, "The department has received $14 million form the Commonwealth Transportation Board for the project, which is aimed at raising the speeds of trains to 97 miles per hour." Bevon also noted that the current maximum train speed between Norfolk and Richmond and Richmond and Washington is 60 miles per hour.

NS Police Issuing Tickets For Railroad Crossing Violations

Norfolk Southern police will start issuing tickets for motorists who ignore railroad crossing laws in Birmingham, Alabama. The decision to have NS officers issue citations is due to the fact that Alabama has one of the highest crossing collision rates in the country. "Alabama is seventh in the nation in railroad-crossing collisions," stated Bob Saxtan, train master and local coordinator of the railroad's Operation Lifesaver program.

The tickets and fines will be the same as if a state trooper wrote them and the court cases will proceed through the various county courthouses where the tickets are issued. NS plans to expand this policy through the 20 states in which it operates.

The Signalman's Journal

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Cover: CSX signal construction gang moving southbound signal at N.E. Carmen from west side of track to east side of track for Tri-Rail Commuter Lines Double Track Project in Ft. Lauderdale, Florida.
Photo Submitted By: G.L. West, Local 16

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Letters To The Editor

Dear Editor:

At the last union meeting of Local 87 the question of Signalman certification came up, and no one had an answer.

What we wanted to know was, is there going to be certified Signalmen and if so when does the union think it will happen? Also is it going to be requested by the FRA and what do think will be the requirements?

Chris G. Heaps Jr.
Local 87

Editors Response:

At the 1994 BRS Convention the Delegates took no action for the Grand Executive Council to pursue certification of Signalmen. In addition, at the October 1994 BRS General Chairmen's Meeting, the General Chairmen also voted to not pursue certification of Signalmen.

At the present time there is no action being taken by any government agency or rail union to request the certification of Signalmen. There has been talk that eventually the Federal Railroad Administration may require Signalmen to become certified; however, the FRA has not committed anything in writing on this issue.

Only train engineers are required to be certified in the rail industry at the present time, and that occurs on an annual basis. Part of the regulations for engineer certification mandates that railroads will provide training for all engineers and also provide additional training if requested by the individual.

If and when the FRA promulgate rules for the certification of Signalmen, the BRS will be a major player in any rulemaking process.

W.D. Pickett
President

Dear Editor:

As you are aware, on July 2, 1995 the membership of Local 234 at Safetran voted to ratify their contract. Although this put an end to contract negotiations, it did not put an end to our belief in trade unionism and the rights of the membership to a fair wage, safe work place, and the dignity of being called Signalmen.

Through all of the company's attempts at both physical and mental harassment, the Brotherhood stood with us. Without the personal, moral and financial help from the Brotherhood and our Brothers and Sisters in our sister Locals across the country, this would have been an almost insurmountable task.

The personal participation of all of the Officers at Grand Lodge only served to further entrench our feeling of solidarity. The moral and financial assistance from our sister Locals was overwhelming and invaluable. Our heartfelt thanks go out to Locals 8, 9, 16, 38, 39, 43, 86, 98, 106, 108, 110, 126, 130, 136, 168, 183, 193, 227, 228 and Signal Maintainers Crew 430. We also wish to express our thanks to our Brothers and Sisters who made personal donations.

Mike Leasor
Local Chairman #234

Bill Kilkelly
General Chairman

Letters appearing in this column do not necessarily represent official BRS position or policy. Parties wishing to write the Editor should address their letters to:

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Mt. Prospect, IL 60056

The Signalman's Journal reserves the right to edit letters for clarity, punctuation and length. All letters must be signed; however, names will be withheld from publication upon request.

UP-SP Merger: Who Protects the Rights of Workers?

PRESIDENT'S COLUMN

Union Pacific Corporation's quest to become the largest railroad in the nation continues to move forward like an out of control locomotive down a steep grade.

Having failed in its hostile takeover attempt of the Atchison Topeka & Santa Fe railroad, UP was not content to sit idly by as the Burlington Northern became king of the railroad industry.

As the Republican Congress enacted legislation that would reduce funding and slowly dismantle the Interstate Commerce Commission, UP sensed an opportunity and immediately went into action, devouring the Midwest's oldest railroad, the Chicago and North Western. While the UP/CNW merger cost many employees their jobs, it made some sense from an operating standpoint because the final railroad map did not produce very many parallel lines. However, the railroad map resulting from a UP/SP merger shows an entirely different picture.

Unlike the recent BN/ATSF merger, there are serious antitrust elements to the UP/SP merger which should be analyzed by the Department of Justice and which will likely generate strong opposition from a coalition of interests across the country.

UP/SP has asserted that of the combined 36,000 railroad miles, with a number of parallel routes, only 782 miles will be abandoned. As many of us who have been involved in past mergers know, such estimates are extremely unrealistic. The odds that only 782 miles of rail lines will be abandoned is about as likely as you or me winning the state lottery tomorrow.

In all of their news releases, UP/SP have failed to state which lines will be deemed expendable and subsequently sold to short line operators who utilize bare bone staffs and pay substandard wages.

In the past the ICC has taken as long as 15 years to render a decision on a proposed railroad merger. However, under the expedited schedule for the UP/SP proposal, the ICC intends to afford those opposed to the merger 60 days to file evidence, hold oral arguments for 155 days after the date of the application, and then vote on the proposed merger after allowing only **one day** for deliberation.

Even before a decision has been reached in the UP/SP merger, John Snow, Chairman of CSX Corp., said it is inevitable that railroads in the East will be merged into two giant systems, with CSX and Norfolk Southern absorbing Conrail. In the wake of the proposed mergers it is to be expected that thousands of railroad employees will be left without jobs; transferred or displaced to lower-paying jobs in the rail industry or elsewhere in the economy; and their rights under their collective bargaining agreements will be stripped away.

The Brotherhood of Railroad Signalmen hopes that the Interstate Commerce Commission has not become a drive-thru regulatory outlet in these days of merger-mania. Because of the size and complexity of the proposed UP/SP merger, the ICC needs to review the transaction as thoroughly as possible so that our nation's transportation systems, communities, the public interest and the work forces of both railroads do not suffer needlessly because of one railroad's dogged determination to become the "biggest" railroad in the land.

W. Dan Pickett

1995 Photo Contest Entries

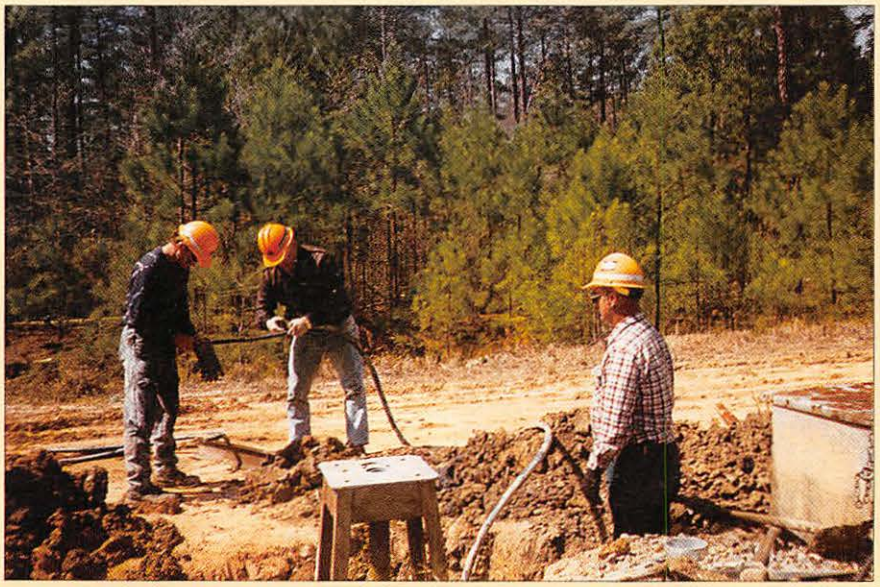
*Cos Cob Drawbridge on the Mianus River, M.P. 30, awaits a boat opening on the New Haven Line (Metro North RR) in Greenwich, Connecticut. Photo submitted by **D. Ruiz**, Local 7.*

*"Tie goes to the train." Signal Maintainers W.C. Dean and E.O. Rosebure making repairs to retarder damaged by vehicle that was struck by train cars being humped. The driver of the vehicle received only minor injuries. Photo submitted by **L. Woodford**, Local 104.*

*Members of CSX Construction Gang 7X08 dig in underground cable to make way for grading to begin for the Nassau Siding Project. Photo submitted by **J.J. Juresko**, Local 16.*

The sun sets slowly over Signal W63 at Amtrak's Portal Interlocking in Kearny, New Jersey. Photo submitted by ***L.T. DeLago****, Local 102.*

Photo Contest



CSX Signal Maintainers W.R. Yancey and E.S. Hartley assist W.J. Veasey while digging in signal pot head and cutting over cable for solar panel at an intermediate signal location in Cayce, South Carolina. Photo submitted by ***J.J. Juresko****, Local 16.*

SPL Report:

Pro-Labor Politicians: Our Friends in Congress

Many of you are now faced with the decision of electing your local officials. For those in Oregon, there will soon be a special election to fill the U.S. Senate seat vacated by Senator Bob Packwood. Senator Packwood resigned recently due to allegations of misconduct. It is imperative that we, as Signalmen, question candidates about their definition of **change**. If the candidate's definition of change involves less regulation for big business, then only reflect on this Congress' definition of change-change in favor of big business, not for working men and women. If Congress is allowed to deregulate big business, then many Signalmen, including yourself, will be without a job. What most of you do each and every day in the railroad industry involves government regulations, which were imposed by Congress to ensure a safe working environment free of train wrecks caused by neglect.

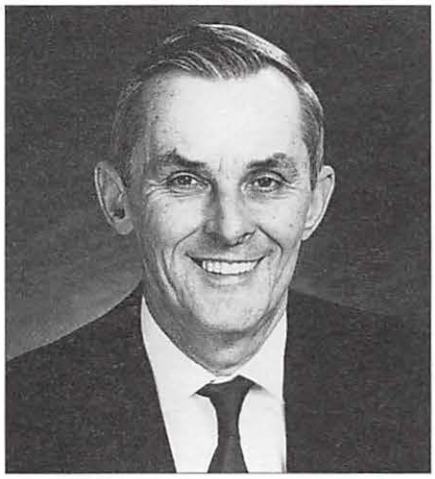
Two very important questions to ask a candidate are whether or not he/she supports a worker's right to belong to a union, and the ability to strike as a last resort. Another question to ask is whether or not he/she supports reducing or changing Medicare or Medicaid programs. Does change mean that seniors and the disabled will be made to pay more out-of-pocket expenses than they do now? Will the disabled be prohibited and denied the benefits of both programs. One party in Washington, D.C. is doing this now, which is why who we choose is so very important and why they must represent what Signalmen believe in.

Still, there are other issues that are very important to each of you, such as gun control, term limits, welfare reform, religion, abortion, etc. The fact of the matter is that not one single issue mentioned will jeopardize your job. If your job is eliminated because of CONGRESSIONAL CHANGE, your family will depend on you as a skilled hunter, but they'll be hoping that you are hunting for a new job. That is why in 1996 **change** must be redefined. Ask the person you will vote for, as well as yourself, does change mean, **No Union, No Job,** or does change mean **no social security and no railroad retirement**. Make sure you vote, but make sure not to vote for the wolf in sheep's clothing.

We are featuring two Congressmen for you in this issue of *The Signalman's Journal*. We hope that the information will be useful to you in determining who the best candidate is to receive your vote; also, so that you know which candidates share the same ideas and goals as you do. Part of that goal must be to keep good paying American jobs in the United States.

William O. Lipinski (D), Illinois 3rd District

Congressman Lipinski is a true leader in the House of Representatives, and he continues to provide leadership in areas that are most crucial to railroad workers. He presently is the ranking member on the Transportation Committee's Railroad Subcommittee; is the fifth ranking Democrat on the Committee on Transportation and Infrastructure; and also serves on the Subcommittee on Aviation. Lipinski holds conservative views on social issues; is wary of tax increases; and remains a staunch supporter of organized labor. He was an early critic of NAFTA and voted against GATT.



William O. Lipinski

Lipinski is a product of south Chicago's Polish community. He has continued his tireless efforts to protect men and women in his congressional district. Congressman Lipinski has served on the Transportation and Infrastructure Committee since the Republicans seized the House of Representatives at the beginning of the 104th Congress.

Congressman Lipinski continues to butt heads with the Republicans on the committee as well as providing railroad workers with the insight needed to protect their interests.

Jack Quinn (R), New York 30th District

Congressman Jack Quinn is in his second term representing the 30th District of New York in the House of Representatives. He was first elected to Congress in 1992 in a victory that was widely reported as "the biggest upset in local political history." In 1994 he was reelected with 68 percent of the vote in a district where Democrats outnumber Republicans by a two to one margin.

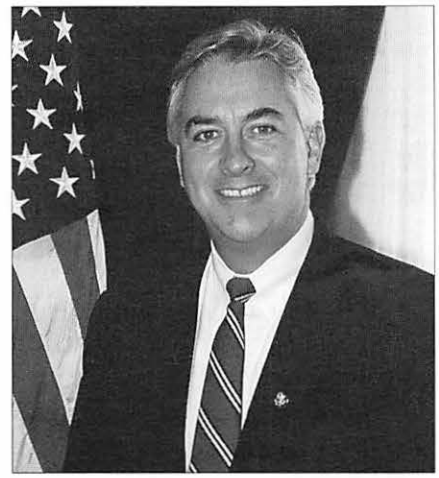
In the House of Representatives, Quinn sits on the Committee on Transportation and Infrastructure, and the Veterans' Affairs Committee. His transportation subcommittee assignments include surface transportation, water resources and railroads.

In addition, Congressman Quinn serves on the House Veterans' Affairs Subcommittee on Health and Hospitals. The Congressman has also been appointed by the Speaker of the House to the prestigious House-Senate Joint Economic Committee.

As a result of his work on congressional reform, Congressman Quinn was also named to the Congressional Reform Task Force early in his first term.

Since taking his seat in Congress, Quinn has received numerous civic and governmental awards, most notably the Outstanding Freshman Award for his work on the line item veto; the Sound Dollar Award from Citizens Against Government Waste; and the Government Service Award from the Buffalo AFL-CIO Council for his efforts on behalf of working men and women.

Congressmen Quinn voted with the Democratic majority on the 1993 striker replacement bill and he stood



Jack Quinn

with working men and women by voting against the job-killing NAFTA bill. Quinn's labor roots can be traced to his father, who was an engineer on the South Buffalo Railroad in Western New York State and a member of the United Transportation Union, Local 1034.

Congress Returns; A Nasty Autumn In Store

No Let Up In Attacks On Working Families

The next three months of this Congress will have a huge impact on America's working families as dozens of issues affecting jobs, wages, job safety and the rights of workers could come to a vote this fall.

Several individual bills, such as the TEAM Act, may make it to the floor on their own and others, such as a move to repeal the Davis-Bacon Act, could be attached to budget measures the House and Senate have yet to finish.

Before the August recess, the House passed 11 of 13 of its appropriations bills, most of which contain huge cuts in funds for programs and agencies that largely benefit poor and working families in order to free up money for a multi-billon dollar tax cut for the wealthy and big business, backed by most Republican congressional leaders. President Clinton has threatened to veto several of the spending bills if changes are not made.

The most egregious example of the priorities of the GOP-shaped budget agenda is the House-passed Labor/HHS FY 1996 appropriations bill (H.R. 2127). That bill cuts almost $2 billion from important workplace safety programs and labor protections, and almost $4 billion from valuable training and education programs. In addition several riders were attached which limit the powers of the National Labor Relations Board and restrict the activities of OSHA.

While the Senate is expected to modify the Labor/HHS bill, along with the other five appropriations bills it has yet to act on, some of the more conservative Republican Senate members are expected to fight hard to maintain many of the House-passed funding cuts and other provisions in the bills. Clinton has said he would veto this bill in its current form.

The other major budget battle this fall will be the reconciliation bill. That piece of legislation is designed to make sure that all the changes made in entitlement spending--such as Medicare or food stamps--and changes in taxes, such as reductions or increases, meet the goals set by the year's budget resolution. That is where the fight will take place over the GOP plan to give tax breaks to people making more than $200,000 while at the same time slashing some $400 billion from Medicare and Medicaid.

Members Authorize Strike Against CSXT

Members represented by the BRS on CSX Transportation overwhelmingly authorized a system-wide strike in response to the Carrier's decision to transfer its communication assets to AT&T and replace its communications work force with AT&T employees, thereby changing working conditions in violation of the Railway Labor Act.

The final tally of all ballots cast revealed a margin of 9 to 1 in favor of strike authorization against CSXT.

Now that strike authorization has been granted, the Grand Executive Council is empowered to set the date for a strike order. Any strike order will be coordinated with a cooperative effort with the International Brotherhood of Electrical Workers and the Transportation Communications International Union.

In early 1994 CSXT began to study the transfer of all rail communication services from its existing represented employees to AT&T. In October 1994, representatives from the BRS, IBEW and TCU began discussions with CSXT about its then-proposed arrangement with AT&T. The carrier announced its intent to eliminate its communication department and concentrate its resources on freight transportation, its "core business." While meeting with CSXT, President Pickett made it clear that the replacement of the existing communications work force represented a major change in working conditions and a threat to the continued employment of all BRS members. Pickett stated, "If CSXT is permitted to avoid its current collective bargaining agreements in this way, all craft work will be at risk."

Discussions with the Carrier occurred locally, and CSXT had on the table Section 6 Notices to modify existing agreements to allow the performance of work covered by our agreements by outside contractors or other personnel. CSXT's position regarding the need for and the terms of the AT&T deal and the related effect on employment changed repeatedly and lacked specifics. Although no agreement was reached at local conferences, CSXT decided to proceed unilaterally to enter into a contract to transfer its assets to AT&T and for AT&T to replace the communication services that our members currently provide.

Presidential Hopefuls - Know Where They Stand

On The Dole - Senator Accepts Large Contributions From Railroad CEOs

Senator Robert Dole of Kansas, a Republican presidential candidate, was the guest speaker at CSXT's recent Leadership Conference. CSXT CEO and president Pete Carpenter introduced the Senate Majority Leader as a champion of regulatory reform, and stated how necessary such reform is to CSXT.

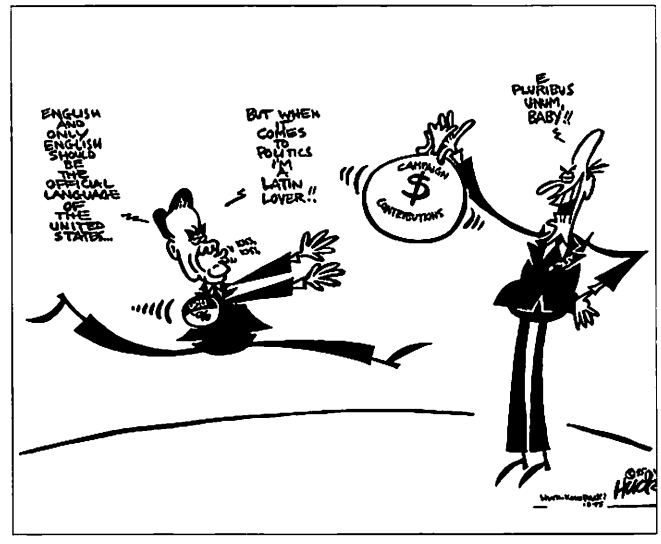
During his speech Dole stated, "Pete mentioned that regulation is something we're looking at very seriously. We understand that some regulation is necessary. But we believe that it's time to inject some common sense into some of the regulations that are promulgated and implemented and that everybody in this room — everybody across America — has to contend with." Presidential hopeful Dole urged CSXT employees to call their representatives and ask them to support the reform effort.

A related article titled "Doled Out" in the July 3 issue of *Traffic World* magazine, indicated that other railroad CEOs share Carpenter's dream of getting Senator Dole elected as President of the United States.

According to *TW*, the following people recently contributed $100,000 each to Senator Dole's Better America Foundation: Philip Anschutz of Southern Pacific; Robert Krebs of Santa Fe; and John Snow of CSXT.

The large infusion of money indicates that some of the nation's top rail executives view Senator Dole as a friend of rail management.

As the Republican controlled Congress continues to try to pass legislation that would repeal OSHA protection and funding for Amtrak, it is important to recognize what each candidate stands for, and more importantly, who stands behind every candidate.


ENGLISH AND ONLY ENGLISH SHOULD BE THE OFFICIAL LANGUAGE OF THE UNITED STATES...
BUT WHEN IT COMES TO POLITICS I'M A LATIN LOVER!!
CAMPAIGN CONTRIBUTIONS
E PLURIBUS UNUM, BABY!!

Notice of Annual Enrollment for 1996 Health Plans

Each year employees covered under the Railroad Employees' National Health and Welfare Plan living in areas of the country that have the Managed Medical Care Program (MMCP) have the opportunity to change benefit plans for themselves and their dependents. This year employees residing in managed care areas that became operational through June 1, 1995 will be mailed materials to enroll in MMCP or the Comprehensive Health Care Benefit (CHCB) effective January 1, 1996.

In support of the annual enrollment process, a series of materials will be mailed around October 6, 1995 to all railroad employees living in areas of the country where the Managed Medical Care Program is available.

The deadline for returning enrollment forms for this year's annual enrollment period is November 10, 1995.

Materials to be mailed to employees include:

-Enrollment letter
-Enrollment brochure
-Pre-filled enrollment form
-Benefits wheel
-Updated provider directory
-Questions and answers for MMCP

The material will provide employees with the opportunity to change plans, update information on dependents critical to eligibility for the national prescription card and mail order programs, and provide additional information concerning current MMCP programs.

As a result of the merger of the two companies, "MetraHealth" networks have been created by combining Travelers and Metropolitan Life managed care networks. These new MetraHealth networks may have different geographic boundaries than those that previously existed. Some people whose home address is within the previous network's geographic boundaries may now be outside them. Others may now find that their address is within the new boundaries. As part of the annual enrollment process, MetraHealth is sending letters describing the impact of these changes on each employee based on his address and previous coverage.

New areas, which are effective October 1, 1995, will not be included in this year's annual enrollment, but will be included in the annual enrollment which will be conducted in the fall of 1996. These areas include:

Omaha, Nebraska
Corpus Christi, Texas
Des Moines, Iowa
Dayton, Ohio
Toledo, Ohio
Albuquerque, New Mexico
Jackson, Mississippi

Taken as a whole, the networks are larger in service area with more doctors and hospitals serving railroad employees. MetraHealth indicates this will generally allow for greater access for railroad employees to MMCP and to the network providers that service the plan.

ENTRY FORM-1995 PHOTO CONTEST
THE SIGNALMAN'S JOURNAL
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MOUNT PROSPECT, IL 60056-9048

Name _____

Local No. _____

Mailing Address:

Street or Box _____

City_____ **State**___ **Zip**_____

Phone ( ) _____

R.R. Employer _____

Job Title _____

Photo Location _____

Photo Description _____

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Workers' Role In Destroying Naziism:

Railroad Performance Alone is an Example of a Job Well Done in Support of all Forces on the Fighting Fronts

The following is an article written by Ruben Levin which described the important role that workers played in winning WWII. The article was originally printed in theJuly 1945 issue of The Signalman's Journal.

Fascist military might, which Hitler predicted would endure for a thousand years or more, has been crushed after six years of battle. Hence, now is a good time to appraise the part played by American workers in helping to achieve that stupendous victory.

Throughout most of the war, the workers have received little or no credit for their role in the destruction of Naziism. On the contrary, they were subjected to an unprecedented campaign of abuse.

They were accused of wrecking production by strikes. Soldiers' lives were lost, it was charged, because stoppages deprived them of munitions. The catalogue of labor's "sins" included absenteeism, slowdowns and loafing. Workers were pictured as saboteurs, traitors and criminals. They were portrayed as utterly selfish, interested only in higher wages and hell-bent on causing inflation. In other words, just about every imaginable offense was laid at their door.

Every time a shortage arose in some item of military supply, the cry arose of "blame the workers." Every time a lag occurred, responsibility was pinned on labor. To cover their own mistakes, the "brass hats" and other high officials clamored for labor draft legislation to put workers in chains.

What actually was the performance of workers during the war? Did they fail to meet the test? Did they let down their buddies on the fighting fronts? Did they fall short of fulfilling their obligations? The answers lies in the record.

Take railroad workers to begin with. Upon them was placed perhaps the heaviest burden of the war. With insufficient equipment and a shortage of manpower, they had to move the greatest volume of traffic in all history; they had to keep the transportation system — America's "first line of defense" — functioning at top efficiency day and night.

Just how they did the job is best shown by some cold, hard figures compiled recently by research experts for the 14 rail unions which represent a million workers in the "non-operating" departments.

These figures disclose that in the freight service the productivity of the rail workers, measured in terms of revenue ton-miles, skyrocketed about 60 percent, and in passenger service by well over 200 percent.

On an overall basis, revenue freight ton miles more than doubled during the war and passenger miles more than quadrupled — and it was all done with only 40 percent more workers. What made this achievement possible was that the workers toiled longer hours, put in harder effort, and demonstrated more efficiency than ever before.

It was this record which caused Director J. Monroe Johnson of the office of Defense Transportation to exclaim that the railmen did a "most amazing job."

"Without their complete loyalty and patriotism," he said, "there might easily have been catastrophe instead of this remarkable transportation performance of the railroads."

In war production as a whole, labor's record is equally glowing. The overwhelming victory in Europe provides the final and conclusive proof that American workers successfully made this nation the "arsenal of democracy," supplying not only Yank troops all over the world, but producing vast quantities of munitions and equipment for the troops of our Allies, as well.

Organized labor never faltered in its belief that American workers would fulfill every demand placed upon them — and that they would do so by voluntary means, without the need of a labor draft law, or through use of forced labor in any form. The outcome proves that they were right.

There were times when production in this or that item lagged behind, but never for long. Whenever an extra spurt was needed, labor responded. In fact, during the final month before the knockout blows were being delivered against the Nazis, labor came through in a blaze of glory.

During that month, workers smashed schedules — "for the first time in the history of munitions scheduling," the War Production Board revealed. The significance of that attainment becomes clearer when it is understood that the war

agencies always set schedules well above what they felt industry could produce — just to encourage greater effort.

In view of what has been accomplished, one of the great falsehoods of the war — namely, that workers have impeded production by a rash of strikes — stands exposed in its true light. It is now apparent, beyond shadow of a doubt, that strikes were never the menace that they were pictured in the press, on the radio and in other vehicles of propaganda.

Even if all stoppages are classified as strikes — including those provoked by employers, which are in reality lockouts — the loss in production traceable to them was just a drop in the bucket.

Official figures show that the average man-hours lost from all stoppages during the war were less than one-tenth of one percent of the time put in by workers. Putting it more simply, the loss per worker in an eight-hour day was less than half a minute. As pointed out once by the late Judge Charles M. Hay, while he served as deputy director of the War Manpower Commission, that loss was no more than the time it takes a worker to blow his nose.

Of course, propagandists galore exploited the few strikes as a means of arousing hatred against unions — particularly to turn the soldiers overseas against the workers at home. Labor-haters circulated the vicious canard that strikes deprived soldiers of munitions — that in consequence lives were lost. No evidence was ever brought forth to prove that charge — in fact, it was repeatedly denied by the War Department.

High officials of the department have made it clear time and again, in response to queries about that point, that there has been no case where American soldiers lacked munitions because of any strike at home. As every military man knows, soldiers are not sent into action until an adequate backlog of munitions has been accumulated in the theater of war. Shortages have arisen at the front, but these have been due to problems of transportation, or to dislocation by the enemy — not to any home front failures.

Furthermore, workers by no means bear sole responsibility for the stoppages that have taken place. The Bureau of Labor Statistics recognizes this to be the case since its monthly reports on the subject bear the title of "Strikes and Lockouts."

In other words, the Bureau concedes that employers are at least equally to blame for many of the disputes which affect production.

That point was driven home with particular emphasis recently by Senator Wayne L. Morse, progressive Republican senator from Oregon. Morse is one of the nation's best informed authorities on the subject, because of his years of service as a member of the National War Labor Board and as an umpire in West Coast industrial controversies.

Drawing from his experience, he told a nationwide radio audience that, much as he deplores and condemns strikes, he felt workers should not be made the scapegoat for them. Employers share much of the guilt, and so do government agencies, he contended.

"During the war the public, at least in the headlines, has been fed much strike news, but very little news about the unworthy conduct of employers, which too frequently has been provocative of labor unrest," he declared.

"Too often employers have taken advantage of labor's pledge not to strike by refusing to settle shop grievances quickly and fairly. Some employers have attempted to break a union by such well-known tactics as refusing to bargain or by stalling in bargaining or by supporting a rival union or by showing various forms of favoritism designed to stir up dissension, jealousy and dissatisfaction between workers and union officials."

Government must also assume some of the responsibility for the stoppages, Morse maintained. Too frequently, he said, Federal agencies have "not kept faith with their obligations" to settle disputes promptly and justly. What has made matters worse, he declared, was the government's action in piling one agency on top of another in the field of labor relations. All that has caused delay, confusion, interference — and in many instances drove workers to strike out of sheer desperation.

"Workers have said, and I believe in good faith, that they were striking against government delays in handling their cases and against procedures which, in their opinion, denied them justice within the spirit and intent of the no-strike agreement," Morse stressed.

In any event, the amazing thing is, not that there were so many

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strikes during the war, but that there were so few, despite the provocation that has come from many sources. In proportion to the number of workers employed, strike losses in this war were far less than in WWI.

As a matter of fact, workers have stuck to their tasks so conscientiously and turned out munitions at so prodigious a rate that they have literally worked themselves out of jobs. Now the point has been reached in which cutbacks and layoffs are following each other at a dizzy pace.

Thus, ironically, as a reward for their devotion, they are being thrown out on the street — and the government for whose preservation they toiled so faithfully has no adequate plan to keep them employed.

American labor was crucial to the winning of World War II. We would like to thank and honor those who worked on the home front, and the two thousand-plus Signalmen who answered the call to duty during World War II. The following list of dates shows when and where the *50th Anniversary of World War II Commemoration Committee* has scheduled American commemoration events.

50th Anniversary of the UN, UN Building, New York City, NY (Oct. 22-24)
USS Peterson, DE-152, WWI Reunion, Quality Inn Midtown, New Orleans, LA (Oct. 26-28
San Diego Remembers, San Diego, CA (Nov. 3-13)
Senior PGA Golf Tournament Dedicated to WWII Veterans, Myrtle Beach, SC (Nov. 3-7)
Celebrate Freedom, Vancouver, WA (Nov. 3)
Closing Week of Commemorations, Arlington National Cemetery, Arlington, VA (Nov. 4-11)
National Days of Prayer, across the Nation (Nov. 4-5)
Site-Dedication for the WWII Veterans Memorial, On the Mall, 17th & Constitution Avenue NW, Washington, DC (Nov. 4)
Veterans Day 1995 Kick Off, All Missouri Veterans Memorial, Jefferson City, MO (Nov. 4)
Candlelight Vigil, United Holocaust Memorial Museum, Washington, DC (Nov. 4)
The Tomb Trek, Tomb of the Unknowns, Arlington National Cemetery, Arlington, VA (Nov. 5)
Salute to WWII Veterans, U.S. Postal Museum, Washington, DC (Nov. 7)
Education Day, across the Nation (Nov. 8)
Salute to Japanese American Veterans, Los Angeles Convention Center, Los Angeles, CA (Nov. 8)
15th Annual Salute to All American Veterans and those who served on the home front, Labor Department, Washington, DC (Nov. 8)
Valley Forge Remembers, Valley Forge, PA (Nov. 9-11)
National VA Medical Musical Salute, Washington, DC (Nov. 10)
Exercise Tiger Tree Planting and Plaque Dedication Ceremony, Arlington National Cemetery, Arlington, VA (Nov. 10)
Tuskegee Airmen Tree Planting and Plaque Dedication Ceremony, Arlington National Cemetery, Arlington, VA (Nov. 10)
WWII Veterans Salute, Tamiami Airport, Miami, FL (Nov. 10-11)
LSU Salutes, LSU Campus, Baton Rouge, LA (Nov. 10-11)
Tucson Remembers, Pima Air & Space Museum, Tucson, AZ (Nov. 10-12)
National Veterans Day Ceremony, Tomb of the Unknowns, Arlington National Cemetery, Arlington, VA (Nov. 11)
Dedication of the State of Georgia World War II Memorial, Atlanta, GA (Nov. 11)
Bells of Peace, every bell tower across the globe (Nov. 11)
Veterans Day Parade, Virginia Beach, VA (Nov. 11)
Veterans Day Ceremony, Asan Beach, Guam (Nov. 11)
Bells of Peace, Veterans Day Ceremony, Saipan, N. Mariana (Nov. 11)
Veterans Day Parade, Birmingham, AL (Nov. 11)
Veterans Day Parade, New York, NY (Nov. 11)

For more information contact:

50th Anniversary of World War II Commemoration Committee
1213 Jefferson Davis Hwy.
Crystal Gateway Four, #702
Crystal City, VA 22202
(703) 604-0819

Crossing Barriers Going High Tech

Signalmen know that the gates at highway crossings simply pose an obstacle course for many motorists. However, if the Department of Transportation (DOT) has its way, the obstacle course will get a lot tougher. The DOT is working with states under the 1991 Intermodal Surface Transportation Efficiency Act to develop more advanced and effective railroad grade crossing barrier.

The state of Connecticut received an $800,000 DOT grant to develop a modern warning system that would signal the engineer if an upcoming grade-crossing was obstructed. Such a system should provide the train's engineer adequate warning time for a brake application that would stop the train short of the obstruction. Such a detection system would more than likely be linked to existing gate arms at the crossings.

The device is to be patterned after a Swedish system, and should be applicable to both freight and developing high-speed trains. Once a designing company is selected, the warning system is to be tested at a crossing on the Northeast Corridor in Groton, Connecticut.

Other DOT-funded programs in Illinois and Virginia are targeting high-speed rail trains. Under a $950,000 grant, the Illinois Bureau of Railroads and a defense contractor will be demonstrating a crossing barrier dubbed the "Dragnet Vehicle Arresting Barrier." The barrier is a metal net similar to the nets deployed on aircraft carriers to stop incoming planes. The net is designed to stop vehicles that ignore grade-crossing warning devices when a train is approaching a crossing. The net is attached to a lifting mechanism that can span up to six lanes of traffic and absorbs a vehicle's energy upon impact. The net is reportedly capable of safely halting everything from motorcycles to 18-wheel tractor-trailers with "minimal" damage.

Another grade crossing barrier being designed by a defense contractor is called the "Friendly Mobile Barrier." Upon activation by an approaching train operator, this barrier is designed to rise 12 feet from an underground vault and expand 15 feet along the roadway, thereby preventing a vehicle from entering a rail-grade crossing. The barrier is made of an energy-absorbing laminated composite used for amphibious ships and docks.

A defense contractor received a $400,000 Federal Railroad Administration grant for its research.

The barrier supposedly has the energy absorbing ability to thwart injuries and fatalities. It has been reported that the occupants of a 70,000-pound, 18-wheeler should experience, at worst, minor injuries if the vehicle were to slam into the barrier at 45 mph.

It appears that the end of the cold war has caused some defense contractors to take a hard look at the rail transportation industry as a possible source of business.

Employment Opportunities

American Systems Technologies, Inc., has positions available for Construction Crews. The crew work sessions consist of eight ten hour days with six days off. Daily per diem and travel allowances are paid. Benefits include vacation and holiday pay, health plan, profit sharing and cash bonus program.

An associate degree or formal education in Electronics is preferred along with previous construction crew experience which included reading engineering prints and circuit plans for the positions of **Signal Helpers and Assistant.**

The position of **Signalperson** requires successful completion or progress on Classroom Signal Training. An associate degree or formal education in Electronics is preferred. Must possess a valid Commercial Driver's License. Previous experience operating heavy equipment including trencher, backhoe and boom truck. Two years construction experience which included reading engineering prints and circuit plans and performing basic electronic functions.

There is an immediate opening for the position of **Signal Maintainer** in the Oregon area.

Pre-employment and ongoing drug screening will be required. A valid driver's license is required. For immediate consideration, call Human Resources at the number below or send your confidential resume to:

American Systems Technologies, Inc.
421 South Nine Mound Road
Verona, WI 53593
Ph: 1-800-255-2196

ALL POSITIONS ARE BRS UNION SHOP

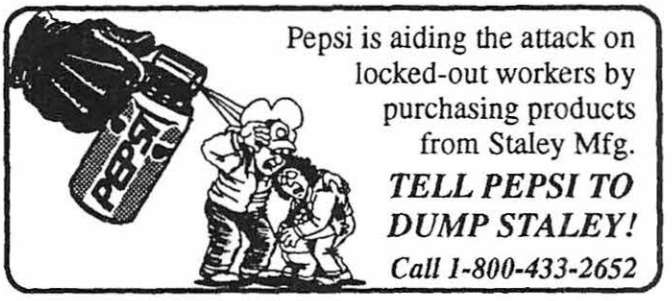
Locked-Out Worker Fasts For Justice

PepsiCo Urged to Sever Ties with A.E. Staley

On September 1, United Paperworkers International Union 7837 member Dan Lane began an open-ended Fast for Justice. Lane, a lifelong resident of Decatur, Illinois and father of five, hopes the fast will bring attention to the labor struggle of workers locked-out from A.E. Staley Mfg. Co. since June 1993. "My fasting comes as a difficult decision for me and my family," said Lane. "But even more difficult is to stand by and watch A.E. Staley's aggression on 750 locked-out workers and their families."

In a letter to Wayne Callaway, CEO of PepsiCo, Lane has demanded that PepsiCo sever its ties with Staley until a fair contract with workers is reached. "As one of Staley's biggest customers, PepsiCo dollars are the breath of Staley's business," said Lane, "yet they continue to deny that they are part of the destruction that is going on in Decatur. By buying Staley products, PepsiCo supports life-threatening demands on locked-out workers."

Other locked-out workers and supporters are joining in with three-day fasts. "We are outraged at the ravaging of our town," said Judy Dulaney, wife of a locked-out worker. "Staley has shown nothing but a completely callous attitude towards this community."


PEPSI
Pepsi is aiding the attack on locked-out workers by purchasing products from Staley Mfg.
TELL PEPSI TO DUMP STALEY!
Call 1-800-433-2652

In addition, union members and supporters, including clergy and spouses, are chaining themselves in rotating 12-hour shifts to the fence outside the Staley gate. "The chaining is symbolic of what the company is asking of workers," said Father Marin Mangan of Decatur's St. James Church, who was himself chained to the plant gate. "Twelve hour shifts are immoral. Rotating every six days is immoral. Community members are taking a stand in this struggle for justice and human dignity."

"There is no doubt in my mind" said Lane, "that if PepsiCo would withdraw its business, Staley would come to realize the serious consequences of terrorizing our community."

Conrail Initiates Matching Grant Program For BRS Employees

Conrail's DOLLARS FOR DOERS and MATCHING GIFT FOR EDUCATION are two employee programs that encourage and recognize YOUR investments: of TIME, in community service (DOLLARS FOR DOERS) and MONEY, to qualified educational institutions across the country (MATCHING GIFT FOR EDUCATION).

DOLLARS FOR DOERS recognizes voluntary community service on the part of Conrail employees by offering a $200 per year donation to a non-discriminatory, nonprofit charitable organization where a Conrail employee gives at least 40 hours of his/her time during the course of a calendar year.

MATCHING GIFT FOR EDUCATION matches employee donations to accredited colleges and universities — and, in the near future, secondary and elementary schools — dollar-for-dollar, from a minimum donation of $25 up to $1,000 per employee per year.

The next deadline for receipt of applications for both of these employee programs is January 31, 1996. Application forms are available and can be sent to your work or home address and are just a SMART phone call away — 333-4696.

These employee programs are open to ALL Conrail active employees, so call for details and an application today!

BRS COMPUTER SURVEY

The participants of the BRS Strategic Planning Conference listed Better Communications between all levels of the Organization as Goal No. VII. In conjunction with this goal we are conducting this survey to find out what type of computer equipment BRS members have or plan on buying in the near future.

1) Do you own a personal computer(PC)?
   YES_____ NO_____

2) If you answered YES to Question 1, what type of PC do you have?
   IBM Compatible_____ MAC Compatible_____

3) If you answered NO to Question 1, do you plan to acquire a PC within the next year?
   YES_____ NO_____

4) Does your PC have a modem? or modem capability?
   YES_____ NO_____

5) What kind of services would you be interested in accessing with your computer?

a)	NRAB AWARDS	YES_____	NO_____
b)	CLAIM STATUS	YES_____	NO_____
c)	EMPLOYMENT INFORMATION	YES_____	NO_____
d)	BULLETIN BOARD	YES_____	NO_____

6) If you answered yes to Question 5(d), what type of items would you like to see on the Bulletin Board?

_____

_____

_____

7) Are you willing to pay a nominal fee for the various services?
   YES_____ NO_____

8) Please list any other comments or suggestions in the space provided below. Use additional sheets if necessary.

_____

_____

_____

****

Name_____

Address_____

City_____State_____Zip Code_____

Certificate #_____Local_____

Please detach and return this survey to:

BRS Computer Survey
Brotherhood of Railroad Signalmen
601 W. Golf Rd.
Mt. Prospect, IL 60056

Railroad Retirement INFORMATION

Dual Benefit Payments

Persons eligible for railroad retirement annuities who also qualify for social security benefits should be aware of the coordination between the railroad retirement and social security systems for the payment of dual benefits.

The payment of a railroad retirement annuity can be affected by entitlement to social security benefits, as well as certain other government benefits. Such dual entitlement, if not reported to the Railroad Retirement Board, can result in benefit overpayments which have to be repaid, sometimes with interest and penalties. The following questions and answers describe how dual benefit payments are adjusted by the Railroad Retirement Board for annuitants eligible for social security benefits and/or other government benefit payments.

1. How are dual benefits paid to persons entitled to both railroad retirement and social security benefits?

Since 1975, if a railroad retirement annuitant is also awarded a social security benefit, the Social Security Administration determines the amount due, but a combined monthly dual benefit payment should, in most cases, be issued by the Railroad Retirement Board after part of the railroad retirement annuity has been reduced for the social security benefit.

2. Why is a railroad retirement annuity reduced when a social security benefit is also payable?

The tier I portion of a railroad retirement annuity is based on both railroad retirement and nonrailroad social security credits acquired by an employee and reflects what social security would pay if railroad work were covered by social security. Tier I benefits are therefore reduced by the amount of any actual social security benefit paid on the basis of nonrailroad employment, in order to prevent duplication of benefits.

However, the tier II portion of a railroad retirement annuity is based on railroad service and earnings alone, is computed under a separate formula, and is not reduced for entitlement to a social security benefit.

The tier I dual benefit reduction also applies to the annuity of an employee qualified for social security benefits on the earnings record of another person, such as a spouse. And, the tier I portion of a spouse or survivor annuity is reduced for *any* social security entitlement, even if the social security benefit is based on the spouse's or survivor's own earnings. The reductions follow principles of social security law which, in effect, limit payment to the higher of any two or more benefits payable to an individual at one time.

3. Are there any exceptions to the railroad retirement annuity reduction for social security benefits?

No. However, if an employee *qualified for dual benefits before 1975* and *meets certain vesting requirements*, he or she can receive an additional annuity amount which offsets, in part, the dual benefit reduction. This additional amount, reflecting the dual benefits payable prior to 1975, is called a vested dual benefit payment.

Awards of these vested dual benefit amounts are now limited only to vested railroad *employees* with dual coverage on their *own* earnings. Spouses and widow(er)s retiring since 1981 no longer

qualify. Of the almost 14,000 employee annuities awarded in fiscal year 1994, only 1,500 contained vested dual benefit payments.

4. Are there any funding limitations on the payment of vested dual benefits?

Vested dual benefit payments are funded by annual appropriations from general U.S. Treasury revenues, rather than the railroad retirement payroll taxes and other revenues that finance 97% of the railroad retirement system's benefit payments. Payment of these vested dual benefits is dependent on time and amount of such appropriations. If the appropriation in a fiscal year is for less than the estimated total vested dual benefit payments, individual payments must be reduced by proration.

5. What other benefit payments, besides social security benefits, require dual benefit reductions in a railroad retirement annuity?

If an employee is receiving a *disability* annuity, tier I benefits for the employee and spouse may, under certain circumstances, be reduced for receipt of worker's compensation or public disability benefits. Also, for employees first eligible for a railroad retirement annuity *and* a Federal, State or local government pension after 1985, a dual benefit reduction may be required for receipt of a public pension based, in part or in whole, on employment not covered by social security or railroad retirement after 1956. This also applies to certain other payments not covered by social security, such as payments from a nonprofit organization or from a foreign government or a foreign employer. However, it does not include military service pensions, payments by the Department of Veterans Affairs, or certain benefits payable by a foreign government as a result of a totalization agreement between that government and the United States.

The tier I portion of a spouse or widow(er)'s annuity may also be reduced for receipt of any Federal, State or local pension separately payable to the spouse or widow(er) based on her or his own earnings, unless the employment on which the public pension is based was covered by social security the last day of public employment. For spouses widow(er)s subject to the government pension the tier I reduction is equal to 2/3 of the the government pension.

6. What dual benefit restrictions apply when both a husband and wife are rail employees entitled to railroad retirement annuities?

If both the husband and wife are qualified railroad employees and either had some railroad service *before* 1975, both can receive separate railroad retirement employee and spouse annuities, without a full dual benefit reduction. However, if both the husband and wife started railroad employment *after* 1974, only the railroad retirement employee annuity or the spouse annuity, whichever he or she chooses, is payable.

If a widow(er) is qualified for a railroad retirement annuity as well as a survivor annuity, a special guaranty applies in some cases. If both the widow(er) and the deceased employee started railroad employment after 1974, the survivor annuity payable to the widow(er) is reduced by the amount of the employee annuity.

If either the deceased employee or the survivor annuitant had some railroad service before 1975 but had not completed 120 months of service before 1975, the employee annuity and the tier II portion of the survivor annuity would be payable to the widow(er). The tier I portion of the survivor annuity would be payable only to the extent that it exceeds the tier I portion of the employee annuity.

If either the deceased employee or the survivor annuitant completed 120 months of railroad service before 1975, the widow or dependent widower would receive both an employee annuity and a survivor annuity, without a full dual benefit reduction.

7. How can an annuitant find out if receipt of any dual benefits might affect his or her railroad retirement annuity?

If an annuitant becomes entitled to any of the previously discussed dual benefit payments, or if there is any question as to whether a dual benefit payment requires a reduction in an annuity, a Board field office should be contacted. In any situation, the best rule of thumb is "If in doubt — report."

For the phone number or address of the nearest Board field office, annuitants should look in the telephone directory under "United States Government," or check with their local union official, rail employee, post office, or Federal Information Center. Most field offices are open to the public from 9:00 a.m. to 3:30 p.m., Monday through Friday.

Capital Gains Tax Cut - The Rich Get Richer

At a time when they claim to be so concerned about the deficit that they want to slash billons of dollars in federal spending from Medicare and other vital programs, Republicans in the Congress are proposing to cut $245 billion in taxes over the next seven years. Well over half of these tax cuts would go to the richest 5 percent of Americans who make more than $100,000 per year. The richest one percent, with incomes in excess of $200,000 per year, would reap tax cuts that average $12,600 per year.

If they succeed, the Republicans will add insult to the injuries of the 1980s. Between 1977 and 1992, the effective federal tax rate on the richest one percent dropped from 36 percent to 29 percent, largely because of Reagan era supply-side tax cuts. The cost to the nation's Treasury was $83 billion in 1992. Between these same years, the effective federal tax rate on the bottom 80 percent of the income spectrum did not decline at all.

Why is the current proposed tax cut so skewed to the rich? A big part of the answer lies in the Republican plan for a deep cut in taxes on capital gains. Capital gains are the increase in value of assets such as stocks, bonds or real estate that are realized when the asset is sold. Capital gains are so skewed in favor of the wealthy that the richest one percent of families receive nearly two-thirds of all capital gains. These privileged few receive more than 50 cents in capital gains for every dollar they make in wages and salaries.

It is inherently unfair to tax the wages and salaries of working people at a higher rate than the capital gains of the wealthy. The Republican plan to cut taxes on capital gains would do just that.

A proposal to cut taxes on capital gains is therefore a proposal to cut the taxes of the super rich, and almost no one else. House Republicans voted to tax capital gains at only 50 percent of the rate that applies to wages, salaries and other income, and to reduce taxes on capital gains even further by allowing future adjustments for inflation. Capital gains already are taxed at a far lower rate than wages and salaries, but the Republican proposal would make a bad situation far worse. Their plan would exempt almost two-thirds of capital gains income from taxation. Fully 70 percent of all the benefits from the House-passed capital gains tax cut would accrue to the richest one percent!

The Republicans claim lower capital gains taxes would benefit the economy, but a capital gains tax cut has no connection with job-creating investment. The cut would apply to all asset sales, whether any new investment took place or not. Fully 97 percent of all stock market trades involve existing shares of stock. These trad are an enormous source of capital gains for wea stockholders, but they do not provide corporate An with a single penny of new funds for job-creati ment.

CHANGE OF STATUS FORM

Please advise us of any changes. If you move or if the mailing label on this issue of The Signalman's Journal fails to reflect a current address or receiving party, please fill out this form, tape or paste the mailing label in the space provided and mail the form to:

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Box U
Mount Prospect IL 60056-9048
Attn. Records Dept.

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Street or Box No. _____

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(City) (State) (Zip Code)

Local No._____ **Cert. No.** _____

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(Check appropriate member status)

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National Negotiations
BRS Meets With Mediator

On September 26, Brotherhood of Railroad Signalman negotiators met with National Mediator Board mediator Dick Hanusz in an effort to define the key issues remaining in the wage and benefit dispute with railroads participating in national bargaining.

The rail labor coalition consisting of BRS negotiators and representatives of the International Association of Machinists and Aerospace Workers, the International Brotherhood of Electrical Workers, and the Sheet Metal Workers' International Association, will meet in Nashville, Tennessee for the next round of negotiations to be held on October 16-18.

The rail labor coalition represents approximately 28,000 of the railroads' non-operating employees.

The BRS filed for mediation with the NMB on August 23.

Union Driver & Traveler Price to Increase

As previously announced, the price of Union Driver & Traveler will be $49.95 (for the whole family), up from $39.95, effective August 31. But the good news is that Union Driver & Traveler still outshines many American Automobile Association (AAA) branches in quality, service and price. And the even better news is that the program is currently being revamped to better meet BRS members' needs.

The most obvious improvement will occur in the automotive repairs and maintenance area. Because members have not been taking advantage of the discount repair service, the program will now offer savings on auto repairs and maintenance through discount coupons. This new savings approach will provide a wide range of savings choices at a variety of national automotive maintenance and repair chains, including AAMCO, Meineke Muffler, Jiffy Lube, U.S. Auto Glass and others.

Also effective this fall, the travel service portion of the program will be handled by United Bank Services (UBS) instead of Amerenhance. The new vendor will continue to offer five percent cash back on commissionable air, rail and cruise travel; hotel and motel accommodations; and car rental arrangements. The change in vendors, made after Amerenhance decided on a substantial price increase, will be invisible to members.

Tom Dolan has asthma.

He also has a good chance in '96, thanks to Christmas Seals.®

Tom Dolan broke the world's record for the 400-meter individual medley despite having asthma, the #1 chronic lung disease in children under 18. Through your support of Christmas Seals,® we can help millions of kids with lung disease. With your help, anything's possible, even a Gold at the 1996 Olympic Games!

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UNION FAQ's

By: Allison Thomson
The Author is an economist in the Office of Employment Projections, Bureau of Labor Statistics.

Across America, collective bargaining agreements continue to determine working conditions and pay for many employees. About 16 percent of employed people are unionized and work under union contracts. In 1993, besides the 16.6 million union members, there were an additional 2 million workers who were represented by unions in their workplace, even though they were not union members. Many other workers are also affected by contracts, because employers often take wages and benefits detailed in union contracts into account when setting salaries for their nonunion workers. Besides the standard bread and butter issues of wages, benefits, and working conditions, many collective bargaining agreements now include profit-sharing and privacy provisions, and a few even include clauses granting workers a voice in the selection of top management.

Job seekers need to be aware of why and how workers join unions, what unions do, who belongs, and the obligations of membership. They need the answers to frequently asked questions, or FAQ's as they are called along the Information Superhighway.

Why do workers form and join unions?

Workers form and join unions to increase the strength of their bargaining position with employers on issues such as pay and working conditions. In recent years, improving or maintaining benefits — including health insurance — and enhancing job security have become important reasons for joining unions. When bargaining with employers, a group of workers with similar interests has greater strength than individuals acting alone. In the absence of a union, the conditions of employment are decided by the employer. If an individual worker desires a better health care plan and the employer feels there is nothing wrong with the present plan, it is unlikely the worker will see any improvements. Even if the worker threatens to quit, the employer knows others will fill in until a replacement can be found. But if the majority of workers demand better health care, the employer is more apt to consider adopting another plan knowing it would be very difficult to replace the entire work force.

How do employees in a company form a union?

Federal laws guarantee workers the right to organize and bargain collectively through representatives of their own choosing. Workers in a company who want to form a union must ask a Federal or state agency, such as the National Labor Relations Board, to hold an election to determine if a majority of workers want to unionize. Before an election can be held, the agency determines which employees will be in the bargaining unit covered by the election. The bargaining unit could consist of employees from throughout the company or particular groups of workers in one occupation or department. Workers in a bargaining unit will be represented by the union whether they voted for it or not. First-level supervisors and security guards are not permitted to belong to the same union as other employees in the company, but they have the right to form separate unions.

Employees in the public sector may establish unions in a similar manner. The main difference is that Federal workers must ask the Federal Labor Relations Authority (FLRA) to determine the bargaining units and hold elections for Federal civilian employees. Employees of state and local governments are governed by separate state and local laws.

What do unions do with the dues they collect from members?

Membership dues are divided between the local union and the national headquarters to pay operating expenses. The salaries of contract negotiators, statisticians, researchers, attorneys, and other personnel are paid through the dues of the union members. Unions also use dues for educational and organizing activities and the publication of union newspapers and magazines.

Federal law requires that union officials hold union money and property only for the benefit of the union and its members. Union officials may manage union funds only with the complete authorization of the union members. The U.S. Department of Labor requires unions to file annual financial reports, open to inspection by their members. The reports provide complete details on the union's expenses and income.

What is collective bargaining?

Negotiation between a group of employees and their employer is called collective bargaining. It is basically a give and take, resulting in a compromise of the original negotiating position. Unions and management use collective bargaining to determine wages, overtime pay, hours, pensions, health insurance, paid holidays and vacations, promotion policies, work assignments, lay-off policies, severance pay, and other items related to job security. Other related issues may include production quotas and work speeds, worker safety, methods of handling worker complaints, and the rights and responsibilities of both management and the union. In recent years many additional subjects have been raised, such as family leave, elderly and child care, continuing education through tuition reimbursement, employee

Table 1
Occupations Having a High Percentage of Union Membership, 1992

Occupation	Number	Union Members Percentage of employed wage and salary workers
Rail transportation occupations	95,000	90
Mail carriers, postal service	272,000	81
Postal clerks, except mail carriers	172,000	70
Firefighting and fire prevention occupations	132,000	67
Public transportation attendants	59,000	66
Millwrights	60,000	64
Electrical power installers and repairers	65,000	61
Teachers, special education	157,000	59
Teachers, secondary school	663,000	57
Police and detectives	481,000	56
Teachers, elementary school	907,000	54
Aircraft engine mechanics	62,000	43
Electricians	245,000	43
Plant system operators	107,000	41
Plumbers, pipefitters, and steamfitters	142,000	41
Metalworking and plastic-working machine operators	153,000	38
Electrical and electronic equipment repairers	230,000	38
Supervisors, protective service occupations	63,000	38
Miscellaneous machine operators not elsewhere classified	348,000	37
Heavy equipment mechanics	54,000	37
Counselors, educational and vocational	88,000	37
Bus drivers	174,000	36
Material moving equipment operators	349,000	36
Communications equipment operators	80,000	35
Precision metalworking occupations	259,000	34
Inspectors and compliance officers except construction	80,000	33
Librarians	60,000	33
Industrial machinery repairers	174,000	32
Welders and cutters	175,000	32
Order clerks	72,000	32

Source: 1992 Population Survey, BLS

ownership of the business, profit sharing, worker empowerment, and the way the company does business.

How do unions and management cooperate?

Unions and management often cooperate with each other in the best interests of both parties. For example, when a company is in serious difficulty, the union can and does renegotiate contracts to keep the company going while it streamlines its operations. Many companies recognize that unionized workers benefit their organization because such workers have a specific level of training and an orderly means of settling disputes.

How do unions help workers who have complaints against management?

Unions assist workers with grievances, which are complaints most often involving alleged violation of the contract. Usually, formal grievance procedures are outlined in collective bargaining agreements. Generally, an employee with a grievance talks with the shop steward, the union representative in an employee's department or plant. The steward tries to settle the complaint with the employee's immediate supervisor. If no agreement is reached, higher level union and management representatives meet until a settlement can be reached. If it is still impossible to agree on a settlement, most collective bargaining agreements specify the use of an impartial arbitrator to settle the dispute.

What is arbitration?

When parties in a dispute submit their differences to the judgment of an impartial person or group it is called arbitration. Arbitration may be used to settle an individual worker's grievance or to clarify the terms of a contract. In

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binding arbitration, the predominant type of arbitration, each side submits a proposed solution to the dispute. The arbitrator must select one of the two proposals, which will then be binding on both. This procedure encourages each side to submit a proposal that is reasonable and that they think they can live with. Under advisory arbitration, solutions are suggested by the arbitrator, but the suggestions are not binding.

How do unions persuade management to change?

Unions have a variety of ways of persuading management to accept the workers' position. These range from simply showing how the recommendation is in the organization's best interest to calling a work stoppage or strike — the organized cessation of work by employees. Unions may also use such tactics as corporate campaigns and "work-to-the-rule" tactics.

Why do unions strike?

The threat of a strike is the union's most dramatic tool for backing up its bargaining position. It is usually the method of last resort because it causes problems for both labor and management. For workers, a strike means the loss of income and possibly loss of their jobs if the company permanently replaces them or goes out of business. In some cases, companies have been so weakened by strikes that they go out of business. Management must do without their union employees' services for the duration of a strike, which often means significant loss of production or business. Sometimes management attempts to continue to operate using non-union or temporary replacements.

Work stoppages may occur for other reasons as well. For example, they may result from inter-union or intra-union rivalries; they may be over jurisdictional matters — who has the right to represent the workers or who has the right to make job assignments; they may involve union organization and security matters — recognition of the union or refusal to sign an agreement, for instance; or they may follow disputes over issues involving speedup, supervision, shift work and overtime, safety measures, and other issues.

Do unions lose much work time as a result of strikes?

Almost all labor-management contract negotiations end without work stoppages. In 1993, the amount of time lost to all work stoppages involving 1,000 or more workers totaled only one-tenth of one percent of all available working time. The number of these large work stoppages has been steadily declining since 1980. Work stoppages include both strikes and lockouts, the temporary withholding or denial of employment by the employer during a labor dispute.

Can striking workers lose their jobs?

Strikers are not usually replaced because the employer would face the substantial costs of retraining an entire work force without the assistance of experienced workers and the resulting publicity could hurt the company. Nevertheless, striking workers can lose their jobs in some circumstances. Private employers can replace striking workers with non-union workers, providing the strike was not caused by an unfair labor practice — an action by the employer that violates the National Labor Relations Act. Participants in illegal strikes — such as Federal workers who are prohibited from striking — can also be replaced.

Do striking workers receive any income?

Many unions maintain strike funds financed by their membership in the form of assessments or dues. There is generally a waiting period of a week or two between the initiation of the strike and the disbursement of funds to its members.

Because unemployment insurance benefits are a combined Federal-State program, eligibility is determined by individual states. Presently, only New York and Rhode Island allow striking workers to collect unemployment insurance benefits.

Do workers on a wildcat strike receive strike benefits?

No. By definition, a wildcat strike is not approved by the union, so the strikers do not receive strike benefits.

How many Americans are union members?

Union membership rose by 200,000 workers in 1993 to 16.6 million (about 16 percent of employed wage and salary workers). Until 1992, membership had been declining steadily since 1983. While the reduction in membership over the past 20 years suggests that labor's influence is waning, union membership remains high in many industries and occupations.

Currently, a slightly higher percentage of men (18 percent) than women (13 percent) belong to unions. Proportionally more full-time workers (18 percent) belong to unions than part-time workers (7 percent).

Where do most union members work?

In 1993, the majority of union members (9.6 million) worked in private industry, but they only comprised 11 percent of employment in private industry. In comparison, the 7 million union members in Federal, state and local government made up 38 percent of employment. So, although more union members work in private industry, the percentage of membership is higher in the public sector.

Among industries, transportation and public utilities had the highest proportion of union membership (30 percent), followed by manufacturing and construction (both 20 percent) and mining (16 percent). Trade and services had relatively low unionization rates, about 6 percent. However, the two industries combined employed almost one-third of all the union members in private industry.

Which occupations are the most unionized or have large numbers of union members?

Some occupations have a very high percentage of union members. In 1992, 90 percent of all railroad transportation workers were union members. Mail carriers, postal clerks,

firefighters, and public transportation employees had high rates of union membership — between 65 and 80 percent. Others with at least twice the average percentage of union membership are listed in Table 1.

Occupations may also have a very large number of members rather than a large percentage. (See Table 2.) More than 1.7 million teachers are union members. Other occupations with large numbers of union members are shown in the accompanying box. Some occupations like manager, sales worker, and secretary have only a small percentage of union membership, but have many union members because they are large.

What is the AFL-CIO?

The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) is composed of 86 national and international unions with over 45,000 local chapters. It is not a union and does no collective bargaining; rather, it is a federation of unions. It includes both craft unions (those composed of workers in one occupation, craft or type of worker, such as plumbers, electricians, and machinists) and industrial unions (which are made up of workers within an industry, such as automobile manufacturing, regardless of their specialization or occupation). The AFL-CIO represents member unions before Congress, coordinates national programs such as civil rights and voter registration, and takes an active role in community service projects, political education, and organizing non-union workers. It is established nationally at the state and local level in all 50 states and Puerto Rico.

Are some workers required to join unions in order to keep their jobs?

Yes. Many collective bargaining agreements allow companies to hire non-union members but require employees to become union members, usually within a specified period, such as 30 days. Unions feel that maintaining a union shop, as this arrangement is called, is necessary to maintain their bargaining power with management. A few collective bargaining agreements have agency-shop agreements. In an agency shop workers must pay the equivalent of membership dues to the union even if they are not union members. Maintenance of membership is a third way in which unions seek to keep their ranks filled; in these agreements, workers are required to maintain their membership in the union for the duration of the contract. Finally, a closed shop was one in which only union members in good standing could be hired; they are illegal.

Twenty-one states have prohibited the union shop, meaning that workers do not have to join a union, where one exists, to get or hold a job in these states. These laws are called right-to-work laws. Many of these states also restrict agency-shop agreements. The following states have right-to-work laws:

Alabama	Arizona	Arkansas
Florida	Georgia	Idaho
Iowa	Kansas	Louisiana
Mississippi	Nebraska	Nevada
North Carolina	North Dakota	South Carolina
South Dakota	Tennessee	Texas
Utah	Virginia	Wyoming.

(Cont. on next page)

Table 2
Occupations With Large Numbers of Union Members, 1992

Occupation	Number	Union Members: Percentage of employed wage and salary workers
Teachers	1,727,000	56
Teachers, special education	157,000	59
Teachers, elementary school	907,000	54
Teachers, secondary school	663,000	57
Police and detectives	481,000	56
Postal workers	444,000	77
Mail carriers, postal service	272,000	81
Postal clerks, except mail carriers	172,000	70
Executives, officials, and managers except public administration	378,000	5
Sales workers, retail and personal services	353,000	6
Material moving equipment operators	349,000	36
Miscellaneous machine operators not elsewhere classified	348,000	37
Secretaries	295,000	8
Precision metalworking occupations	259,000	34
Cashiers	284,000	12

Source: 1992 Population Survey, BLS

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How much does it cost to belong to a union?

Workers joining a union generally pay an initial membership fee, followed by the regular monthly or weekly dues. The fees vary considerably from union to union, depending upon the size of the union and the additional benefits provided for members. For example, membership dues in the Utility Workers Union of America are set by local chapters and range from $90 to $420 a year. For Federal workers, average annual membership dues range from $180 to $290, depending on the members' grade level. Some contracts require that dues be deducted from their members' paychecks; other contracts permit employees to request such deductions. This is called a check-off. Members may also be assessed for additional contributions for special purposes, such as supporting the striking members of their own or another union.

Do union members have a say in what the union does?

Unions are organized along democratic lines. The union members vote on specific issues of concern, and the decision of the majority carries. They elect local union officials and may elect representative delegates to national conventions. Collective bargaining agreements negotiated by union and company officials are one of the main issues members vote on, along with whether the membership should strike.

At regular union meetings, members have a chance to express their opinions on all union activities. All members are given the opportunity to seek union office or to serve on committees concerned with bargaining, membership, education, community service, and social activities. The amount of time a union member dedicates to union activities varies and is up to the individual member.

Are union members required to vote the way union leaders tell them?

No. Members are free to vote independently without fear of reprisal from union leaders.

May individual union members continue to work if the union votes to strike?

Union members may continue to work, but they may face disciplinary action from the union in the form of fines or expulsion.

Do non-union workers employed by a unionized company get the same benefits union members get even if they do not join the union?

Yes. By law, all workers in a bargaining unit are entitled to the benefits gained through collective bargaining, irrespective of their union affiliation. Unions object to this because it allows non-union members to be "free riders," reaping the fruits of collective bargaining without having to pay membership dues or assessments. In order to prevent free riders, many unions have collective bargaining agreements stipulating the existence of union and agency shops. Some unions even provide dues-paying members with additional benefits besides those reached through collective bargaining, such as insurance, credit cards, loans, and discounts on consumer products.

The industry with the largest incidence of non-union workers covered by union contracts was government. While 7 million government employees were union members, there were another 1.1 million who were covered by union contracts but were not union members. The public sector, unlike the private sector, does not have agency or union shops to deter this practice.

Tom Smith has two different roles in life. Then again, so does Clark Kent.
Like Superman, when Tom's not in the office, he performs humanitarian relief efforts and support roles vital to our military. That's because Tom represents the National Guard & Reserve who now make up over half of our defense. So when Tom asks you for time off to serve, you can be a hero. Give him the freedom to protect ours.
Ad Council
ESGR

Obituaries

EARL F. BAKER—retired member of **LOCAL 21.** Brother Baker retired in 1975 after 24 years of service with the Kansas City Terminal Railway Company. Brother Baker was a Signalman at Kansas City, Missouri at the time of his retirement.

EUGENE M. DYE—retired member of **LOCAL 37.** Brother Dye retired in 1966 after 48 years of service with the Erie Lackawanna Railroad. He was a Signal Maintainer Helper at Towanda, New York at the time of his retirement.

FELIX A. GRZEHOWIAK—retired member of **LOCAL 206.** Brother Grzehowiak retired in 1988 after 33 years of service with the Union Pacific Railroad. He was an Assistant Lineman at Houston, Texas at the time of his retirement.

CHARLIE HACKER—retired member of **LOCAL 176.** Brother Hacker retired in 1970 after 46 years of service with the Louisville & Nashville Railroad. He was a Signal Foreman at Latonia, Kentucky at the time of his retirement. Brother Hacker served the Brotherhood as a Local Chairman.

T.N. HENDERSON—retired member of **LOCAL 110.** Brother Henderson retired in 1968 after 30 years of service with the Southern Railway Company. He was an Assistant Signalman at Marshall, North Carolina at the time of his retirement. Brother Henderson served the Brotherhood as a Local Chairman.

EDWARD R. NEEDY—retired member of **LOCAL 3.** Brother Needy retired in 1986 after 36 years with the Indiana Harbor Belt Railway Company. He was an Assistant Inspector at LaGrange, Illinois at the time of his retirement.

ROBERT PAVLICA—retired member of **LOCAL 99.** Brother Pavlica retired in 1975 after 36 years of service with the Southern Pacific Transportation Company. He was a Signal Maintainer in the San Antonio Division at the time of his retirement.

JOSEPH C. PROTO JR.—active member of **LOCAL 84.** Brother Proto was a Signal Maintainer for New Jersey Transit Rail at the time of his death.

JOHN P. RITCHIE—retired member of **LOCAL 55.** Brother Ritchie retired in 1974 after 47 years of service with the Norfolk and Western Railway Company. He was a Signalman at Decatur, Illinois at the time of his retirement. Brother Ritchie served the Brotherhood as a Recording/Financial Secretary.

STANHOPE SANDERSON—retired member of **LOCAL 103.** Brother Sanderson retired in 1966 after 41 years of service with the Chicago, Burlington, and Quincy Railroad. He was a Signal Maintainer at Brookfield, Missouri at the time of his retirement.

JAMES E. WILLIAMS—retired member of **LOCAL 77.** Brother Williams retired in 1981 after 31 years of service with the Norfolk and Western Railway Company. He was an Assistant Signalman at Roanoke, Virginia at the time of his retirement.

JOSEPH S. ZATTIERO—retired member of **LOCAL 31.** Brother Zattiero retired in 1989 after 46 years of service with CSX Transportation, Inc. (former B&O). He was a Signal Inspector at Pittsburgh, Pennsylvania at the time of his retirement.

BRS CALENDAR

The Southeast General Committee Meeting is tentatively scheduled for **November 2-3** in Savannah, Georgia. For further information contact Don Stevens at **(941) 687-7759**.

The 1995 meeting of the BRS General Chairmen has been scheduled for **December 5 & 6** to be held in the northwest Chicago suburbs. Specific times and location will be furnished as they become available.

New Phone Number

Steve Ellison, General Chairman for the Northeast General Committee has a new phone & fax number:

Phone: (304) 562-7434
Fax: (304) 562-7473

Labor History

The King Is Dead, Long Live The King: AFL Elections in the 1890s

By: Grace Palladino
*The Author is co-editor of the **Samuel Gompers Papers** and the author of **Dreams of Dignity, Workers of Vision: A History of the IBEW.***

The news that the AFL-CIO will elect a new president this October has pushed the labor movement back into public view. Ever since the demise of the air-traffic controllers strike in 1981, the mainstream press has written off "big" labor as an obsolete "special interest" that only deserves attention when trouble arises.

True to form, newspapers are now providing detailed coverage: from their point of view, the current campaign is a classic man-bites-dog story. After all, as one reporter put it, there have been only four presidents since the AFL was organized 109 years ago, "and none so far has left office short of death or illness."

That isn't exactly true — to be precise, there have been five presidents of the AFL, and its successor, the AFL-CIO. Two of these, Samuel Gompers (a cigarmaker and founding father of the Federation) and John McBride (former president of the United Mine Workers) were voted out of office in the mid-1890s. At the time, the AFL was embroiled in political jurisdictional, and regional contests that were played out year after year on the convention floor.

As anyone who has worked with the **Samuel Gompers Papers**, a documentary history of the AFL's early years, can attest, these debates could be fierce, especially when times were tough. In 1893 the economy had collapsed and by 1894 the nation was mired in depression. Unions were struggling to survive.

Gompers Defeated

Convinced that the AFL could be doing more to ease the crisis, Gompers' opponents nominated McBride for president in 1894, since he seemed to be everything that Gompers was not. A Populist Party campaigner, McBride had demonstrated his support for independent politics.

A one-time leader of the Knights of Labor, he held the promise of bringing the rival labor organizations together. And since he seemed to favor public ownership of utilities, many socialists assumed he would fight their fights. "The element against which Gompers has waged fierce war...will now be in control, and...the policy will not be as in the past," a newspaper proclaimed.

After his election, however, McBride proved more modest when it came to making predictions. "In my official relations with affiliated unions," he announced, "I shall be guided by the constitutional provisions of the American Federation of Labor."

McBride Challenged

But he barely got a chance to do even that. Early in 1895 McBride was taken ill, and it was April before he assumed his presidential duties. While he was convalescing, however, Gompers was keeping busy. As an organizer for the United Garment Workers, he traveled throughout the South and Midwest and made over 60 speeches.

As the AFL representative at the British Trade Union Congress, he drew considerable newspaper coverage. And for the first time in his career, he campaigned to be president of the AFL. Alerted by his friends that McBride was making political "combinations" to secure reelection, Gompers was taking no chances. "If you can show to a number of delegates that in the interest of our cause they ought to vote for me...I shall appreciate your action beyond measure," he wrote to a fellow cigarmaker. "Heretofore I even forbade that, but...I now can see my error, more especially in view of what...McB. is doing."

Campaign Intensifies

His strategy paid off. Thanks to a few missteps by McBride (who angered the Executive Council when he appointed his replacement, and who took a far more gruff tone than Gompers did when he dealt with local leaders), Gompers was elected president by a narrow margin in 1895. Although some delegates claimed that the vote wasn't square (just as others had done in 1894), the majority cheered the outcome.

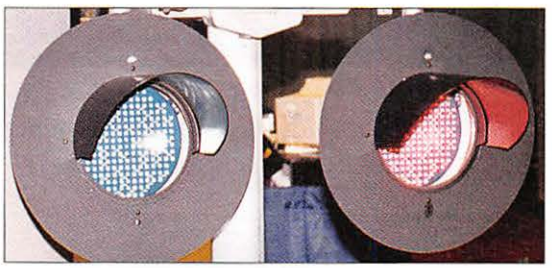
McBride, of course, was disappointed. "I came here today with a nice little speech all prepared for this occasion, but 'Sam' has made it," he said. For his part, Gompers took the election in stride. Gratified to be back at the helm — a position he would retain for the rest of his life — he had no illusions about his power as president. "The brilliancy of a single leader will not win the victory for labor," he told the press. "That must be done by the workingmen themselves."

New Technology Introduced At AAR Communication & Signal Conference

The Thirty-fifth Annual Technical Conference of the Communication and Signal Division of the Association of American Railroads was held in Louisville, Kentucky on October 2-4.

A record number of communication and signal suppliers from all across the world showcased their latest signal and communications innovations. One of the more eye-catching items was the display utilizing LED lighting for signal flashers. The LED circuit board has over 200 individual LED lights which would replace incandescent lighting. The main advantages cited for the LED lighting are the 30 year life expectancy; extreme durability; and the fact that the LED lighting circuit utilizes approximately the same current draw as an incandescent light bulb.

In addition to the supplier exhibits, the conference included three lecture sessions consisting of a communication session, a signal session, and a combined communication and signal session.



Flasher unit with LED lighting module.

Various speakers during the signal session voiced the railroads' desire for manufacturers to make signal products that could be interchanged between any supplier. For example, railroads want the flexibility to take a door from a bungalow made by Vendor "A" and use it on a bungalow from Vendor "B" and install electrocode units purchased from vendor "C" on a rack made by vendor "D".

A.T. Hanak, Administrator-Highway Grade Crossings, Norfolk Southern Corporation, stated that it was the goal of his railroad to further reduce the amount of handling of crossing gate material during crossing installation. NS is currently using precast foundations, and gate mechanisms, flashers and cross bucks that are already assembled when delivered to the job site.

Another technological goal voiced by Signal Engineers was the desire for a manufacturer to produce a computer simulator that would debug computer programs and eliminate signal delays. E.K. Holt, Assistant Chief Engineer-Communications & Signals, Amtrak, stated that the reason Amtrak utilized relays and not solid state equipment for the Penn Station Central Control was the unacceptable amount of downtime associated with computer programs that do not work upon installation.

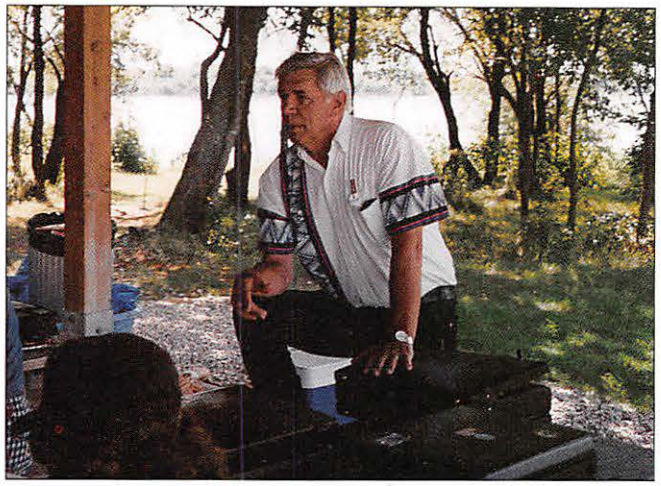
One of the main items discussed during the communication session was the frequencies that can be utilized for railroad communications without paying a user fee. J.E. Eilenberg, Manager of Systems Development C&S, CONRAIL, stated, "The main reason CONRAIL wants to go 'wireless' with signaling and communications is due to the great cost of leasing phone lines and modems."

Among the attendees at this year's conference from the BRS were J.L. Barton, Vice President-Midwest; S.R. Ellison, Northeast General Committee & Belt General Chairman; C.T. Green; Baltimore & Ohio General Chairman; C.R. Vaught, Southern General Chairman; W.A. Barrows; Norfolk & Western General Chairman; F.E. Mason, Vice President-Southeast; D.L. Stevens, Seaboard Coast Line General Chairman; B.M. Wilson, Louisville & Nashville General Chairman; R.E. McKenzie, United General Committee General Chairman; E.L. Luttrell, Unite General Committee Assistant General Chairman; J.L. Mattingly, Director of Research; and T.J. DePaepe, Grand Lodge Representative.

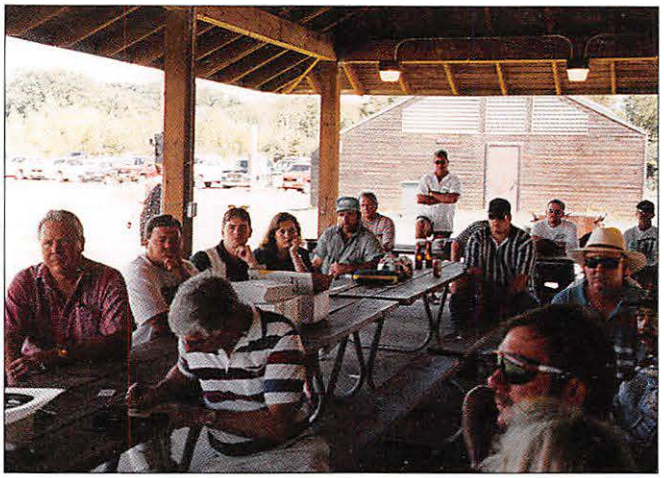
(back row, l-r) J.L. Barton, Vice President-Midwest; S.R. Ellison, Northeast General Committee & Belt General Chairman; C.T. Green, Baltimore & Ohio General Chairman; C.R. Vaught, Southern General Chairman, W.A. Barrows, Norfolk & Western General Chairman; F.E. Mason, Vice President-Southeast; (front row, l-r) D.L. Stevens, Seaboard Coast Line General Chairman; B.M. Wilson, Louisville & Nashville General Chairman; R.E. McKenzie, United General Committee General Chairman; E.L. Luttrell; United General Committee Assistant General Chairman; and J.L. Mattingly, Director of Research

Local and General Committee Meetings

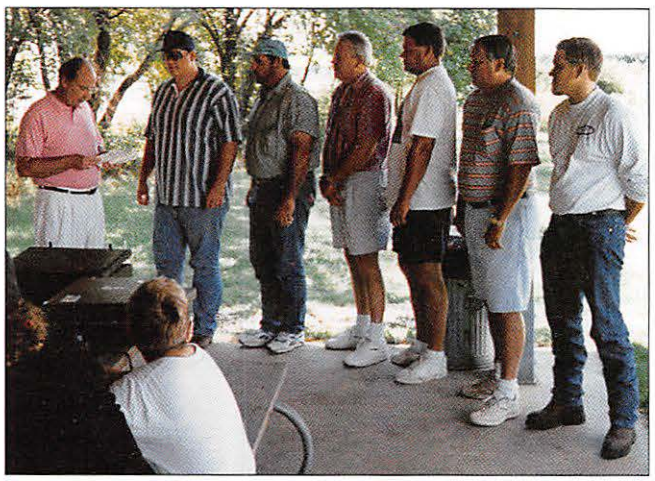
(r) Val Van Artsdalen, Vice President-West, addresses members of Local 116 and 141 during their joint meeting and picnic at Ft. Worth, Texas on August 12.



(l) Members and their spouses listen to the presentation of the new health and welfare benefits at the joint local meeting in Ft. Worth, Texas.

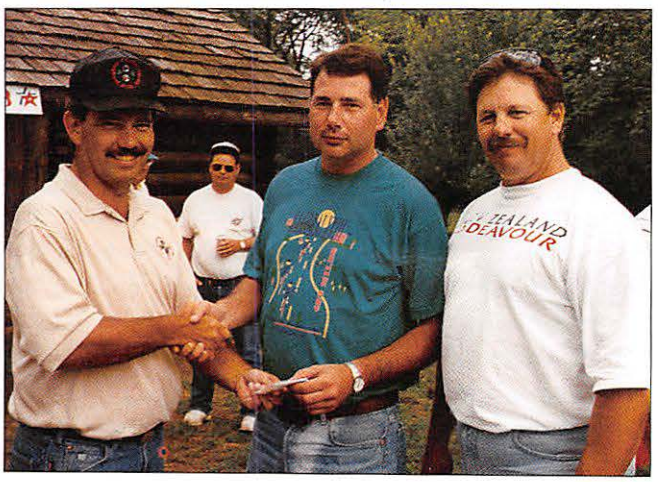


(below) Members of Local 43 proudly display the BRS flag at their annual picnic. (l-r front row) W.H. Lindahl; J.C. Wening; J.L. Becker; D.A. Androy; A.R. Anderson; D.C. Gordon; R.W. Annear; D.J. Zimmerman; D.J. Krammer; and T. A. Hitsman. (l-r back row) D.M. Boston, National Legislative Representative; M.S. Hudson; D.E. Pospisi; J.R. Johnstone; J.S. McElroy; W.T. Hunt; J.L. Barton, VP Midwest; and D.E. Beck.



(above) President Dan Pickett(l) gives the Brotherhood's obligation to three new members as their proud fathers stand with them at the joint local meeting in Ft. Worth, Texas. (l-r)J.B. Patterson, R.P. Patterson; B.G. Boyett; J.B. Boyett; A.H. Rogoski, and S.A. Rogoski.

(r)Local 43 Local Chairman D.E. Beck looks on as National Legislative Representative D.M. Boston congratulates Local 43 member W.T. Hunt after signing up for SPL automatic checkoff.

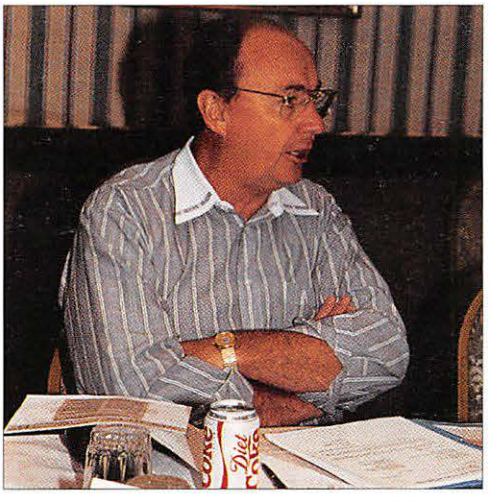


Southeast General Chairmen Meeting

On August 9-12, the General Chairmen in the Southeast met in Charleston, South Carolina for their annual meeting. President Pickett attended the meeting and briefed the General Chairmen on the status of national negotiations and the condition of finances at Grand Lodge.

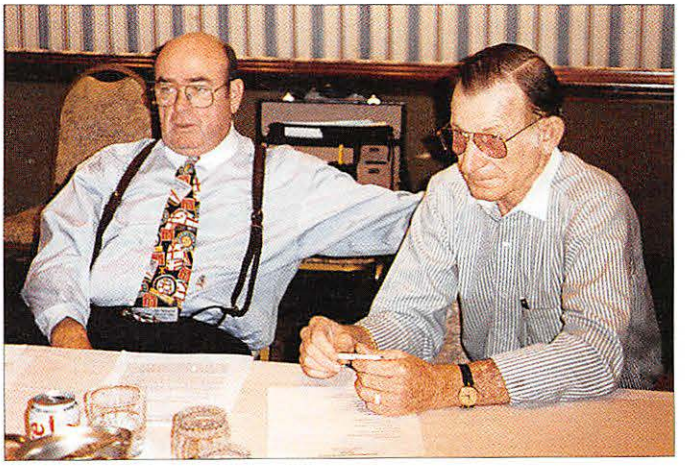
Many Local items were discussed including the CSXT strike ballot. The General Chairmen also participated in a video workshop entitled "Getting to Yes." The workshop explored the various situations and problems that are encountered during negotiations. The participants were put in situations where they learned various solutions to problems that arise during negotiations.

Southeast General Chairmen discuss items on the agenda. (l-r) D.M. Helton, Senior Vice-General Chairman, Southern; S.R. Ellison, General Chairman, Northeast General Committe & Belt; B.M. Wilson, General Chairman, Louisville & Nashville; D.F. Stevens, General Chairman, Seaboard Coast Line; Vice President-Southeast F.E. Mason, President W.D. Pickett; and C.T. Green, General Chairman, Baltimore & Ohio.



BRS President Dan Pickett addressing the General Chairmen about the status of national negotiations.

(l-r) B.M. Wilson and D.F. Stevens listen attentively during the discussion of the strike ballot taken on CSXT over the AT&T contracting issue.



FELA Directory - BRS Counsel

When Signalmen suffer a work-related injury or illness, BRS members or their families are encouraged to determine their rights and benefits under the Federal Employers' Liability Act before agreeing to any settlement with the railroad employer. The Brotherhood of Railroad Signalmen has designated the attorneys listed in this directory to serve as qualified counsel for BRS members in employee injury cases covered by FELA.

Attorneys are listed by state and are designated to serve BRS members living or working in the general region of their offices. Designation of FELA counsel is by authority of the BRS Executive Council only.

BRS members are encouraged to provide information regarding FELA cases, including criticism or commendations regarding the service of designated counsel, and information on injuries and settlements. This information, which will be used in the continuing evaluation of this program, should be sent to W. D. Pickett, President, Brotherhood of Railroad Signalmen, Box U, Mount Prospect, IL 60056-9048.

***Bold** print denotes additions or changes since the last issue of the Journal.*

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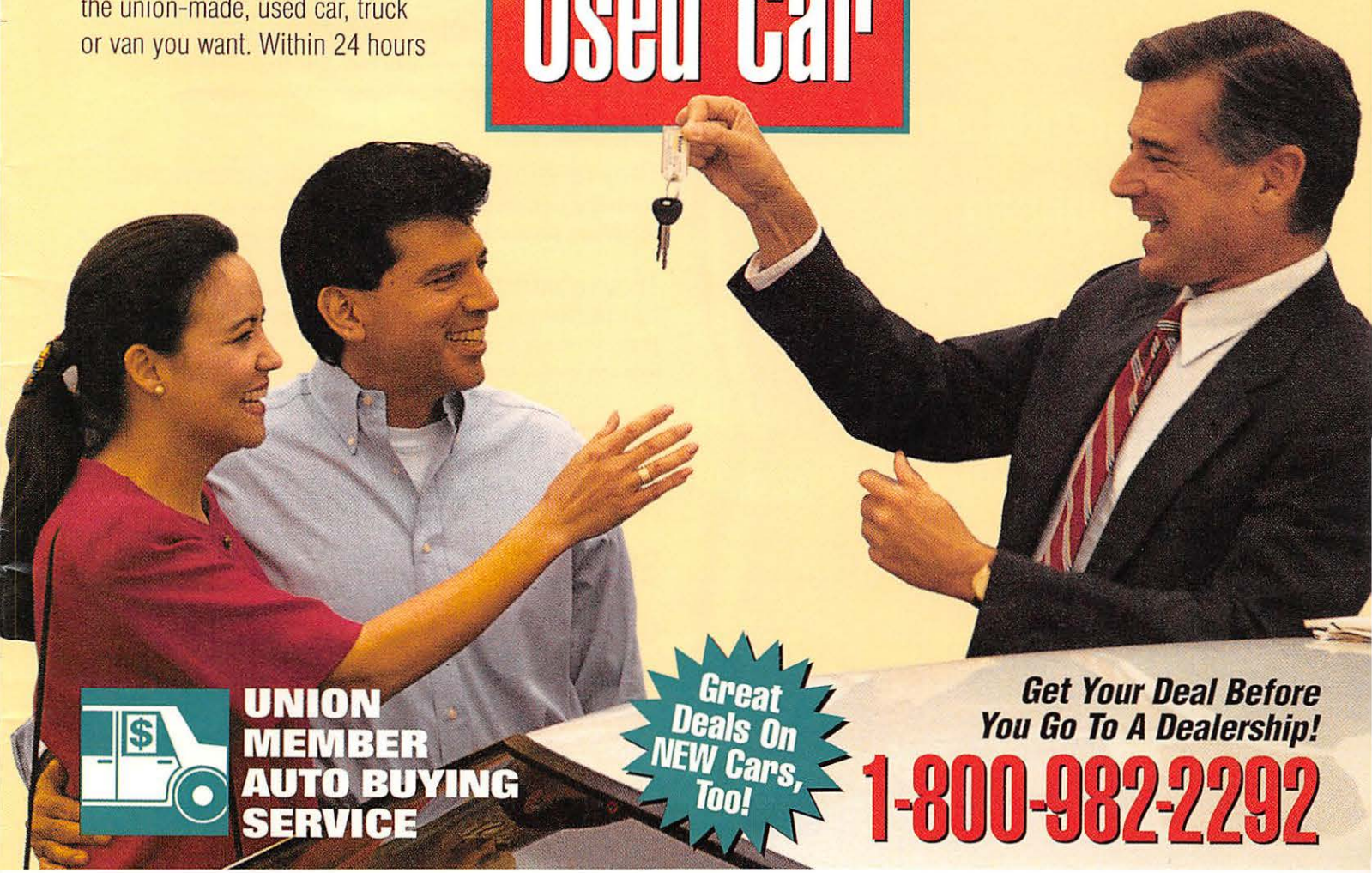

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